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Declaration of Fair-Share Principles by the Energy Utilities of America

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DECLARATION OF FAIR-SHARE PRINCIPLES
BY THE ENERGY UTILITIES OF AMERICA

The American Gas Association (AGA) and the Edison Electric Institute (EEI) are the Associations of the nation's gas and electric utilities. AGA and EEI have long been aware that our industries are inextricably bound up with the communities we serve. Our growth, well-being and prosperity will derive from the growth, employment, healthy economies and well-being of our cities and communities. Billions of dollars of immovable plant and equipment are invested by our companies in these communities. Even so, we recognize that our company's interests in these communities range beyond their cultivation as favorable business environments. These are communities in which many of our companies' employees live, educate and raise families.

AGA and EEI member companies and their employees have made outstanding contributions over the years to the communities they service. These abundant expressions of corporate and individual citizenship certainly will continue in the future. The nature of our commitment in the future must be measured in light of the fast changing reality of the American urban scene. We are of the view that each generation of this nation's business leadership must re-examine the notion of corporate social responsibility in the context of the necessities of its time. This is a sound and sensible business approach, as well as good citizenship.

To this end, in a series of on-going discussions, representatives of AGA, EEI and the National Association for the Advancement of Colored People (NAACP), have sought to rearticulate, clarify and broaden the ever evolving concept of corporate social responsibility.

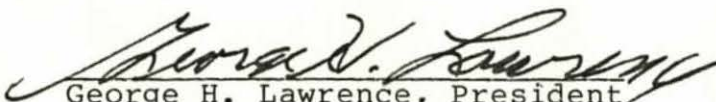
The NAACP is a long standing organization dedicated to ensuring civil rights and creating and increasing economic and social opportunities for black Americans. The Fair-Share Principles stated herein are intended to identify a set of mutually beneficial goals that we support and affirm as desirable for socially responsible corporate citizens.

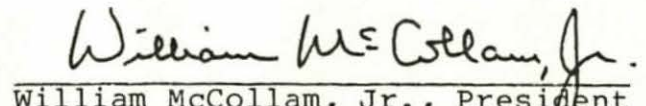
It is fitting, therefore, for AGA and EEI to call upon their member companies to again affirmatively ensure that the full measure of their business and employment opportunities are available to all persons.

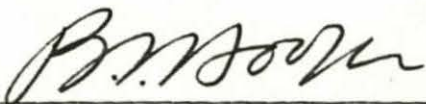
More specifically, AGA and EEI, after careful review and consideration, hereby join the NAACP in endorsing the Declaration of Fair-Share Principles stated herein, and urge their adoption and implementation by its member companies. Accordingly, each member company is urged to take such actions as are feasible to:

- * Establish an effective Minority Purchasing Program (which includes a review of opportunities available to black construction contractors, outside black professionals -- in accounting, law, advertising, public relations and consulting -- and black financial, and insurance institutions);
- * Increase the dollar value of purchases through existing Minority Purchasing Programs;
- * Consider blacks and other minorities to be members of its board of directors.
- * Review and evaluate the potential within the company for the appointment of blacks to senior management positions; and re-emphasize the commitment to affirmative action in all human resource actions;
- * Review the company's philanthropic activities to ensure that its contributions to charitable causes reflect a reasonable level of support for worthy black and other minority organizations.

Like the communities they serve, there is a great geographic, employment and business diversity among the companies making up our Associations. Because of the differences in individual companies and their circumstances, some companies will be able to move with greater facility in implementing some specific fair share principles than others. Whatever may be the capacity of individual member companies to move toward achievement of each of the principles, these Associations stand ready to provide whatever technical assistance is required.


George H. Lawrence, President
American Gas Association


William McCollam, Jr., President
Edison Electric Institute


Benjamin L. Hooks, Executive Director
National Association for the
Advancement of Colored People